

Technical Learning Manager/Senior Consultant

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Company: Bank of Montreal

Location: Toronto

Category: management

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Apply locations Toronto, ON, CAN
time type Full time
posted on Posted Yesterday
job requisition id R240010066
Application Deadline:

05/14/2024
Address:

100 King Street West
Job Family Group:

Human Resources
Designs and develops learning solutions that help advance performance and drive business impact. Applies instructional design expertise to create and curate technical learning solutions that achieve measurable improvements to individual and group performance, development, and/or productivity and business results. Works on a variety of learning projects, initiatives, and platforms/mediums to support of the execution of learning strategies.

Key Responsibilities:

Builds and coordinates technical learning solutions, curriculums, and events to drive upskilling in technical domains. Develops multimedia learning content, instructional materials, and learning support resources across learning channels (instructor led training, informal learning, self directed learning). Creates engaging learning materials, catering to various learning styles and levels of technical expertise. Collects and analyzes data to quantify the learning impact and measures of learning effectiveness. Contributes to continuous improvement of learning solutions, strategies, and processes to ensure relevancy and accuracy. Supports learning audiences and stakeholders before, during, and after learning/training delivery. Collaborates with technical and business partners to understand learning needs and creates learning

solutions based on assessment of technical knowledge levels. Supports the design, development, and management of effective learning and performance-focused solutions (e.g., assesses client needs, develops the learning strategy, designs program, and identifies delivery methods and methodology). Ensures the delivery of learning strategies, courses and programs to leaders and employees to enable them to meet performance objectives related to enterprise and business/group goals; facilitates learning courses and programs. Supports the development of tailored messaging, which may include writing, editing, and distributing communications. Broader work or accountabilities may be assigned as needed. This is an individual contributor role. Qualifications:

Typically between 2-7 years of relevant experience and education in the related field of study or an equivalent combination of education and experience. Experience in developing, delivering, and/or facilitating technical learning/training solutions for technical/business professionals based on instructional design best practices. Familiarity with cloud platforms (AWS/Azure), artificial intelligence/machine learning, emerging technologies, or technical domains is preferred. Understanding of learning management system (LMS) is preferred. Knowledge of adult learning theory, neuroscience of learning, multimedia design, eLearning, or authoring tools is preferred. Ability to take technical information and distill it to key messages that make sense for the audience. Deep knowledge and technical proficiency gained through extensive education and business experience. Experience in learning design and facilitation - In-depth. Attention to detail with a focus on execution – In-depth. Verbal & written communication skills - In-depth. Collaboration & team skills - In-depth. Analytical and problem-solving skills - In-depth. Compensation and Benefits:

\$68,000.00 - \$126,000.00 Pay Type:

Salaried The above represents BMO Financial Group's pay range and type.

Salaries will vary based on factors such as location, skills, experience, education, and qualifications for the role, and may include a commission structure. Salaries for part-time roles will be pro-rated based on number of hours regularly worked. For commission roles, the salary listed above represents BMO Financial Group's expected target for the first year in this position.

BMO Financial Group's total compensation package will vary based on the pay type of the position and may include performance-based incentives, discretionary bonuses, as well as other perks and rewards. BMO also offers health insurance, tuition reimbursement, accident and life insurance, and retirement savings plans. To view more details of our

benefits, please visit:<https://jobs.bmo.com/global/en/Total-Rewards>

We're here to help

At BMO we are driven by a shared Purpose: Boldly Grow the Good in business and life.

It calls on us to create lasting, positive change for our customers, our communities and our people. By working together, innovating and pushing boundaries, we transform lives and businesses, and power economic growth around the world.

As a member of the BMO team you are valued, respected and heard, and you have more ways to grow and make an impact. We strive to help you make an impact from day one – for yourself and our customers. We'll support you with the tools and resources you need to reach new milestones, as you help our customers reach theirs. From in-depth training and coaching, to manager support and network-building opportunities, we'll help you gain valuable experience, and broaden your skillset.

To find out more visit us at <https://jobs.bmo.com/ca/en>.

BMO is committed to an inclusive, equitable and accessible workplace. By learning from each other's differences, we gain strength through our people and our perspectives.

Accommodations are available on request for candidates taking part in all aspects of the selection process. To request accommodation, please contact your recruiter.

Note to Recruiters: BMO does not accept unsolicited resumes from any source other than directly from a candidate. Any unsolicited resumes sent to BMO, directly or indirectly, will be considered BMO property. BMO will not pay a fee for any placement resulting from the receipt of an unsolicited resume. A recruiting agency must first have a valid, written and fully executed agency agreement contract for service to submit resumes. About Us BMO is a leading bank driven by a single purpose: to Boldly Grow the Good in business and life. Everywhere we do business, we're focused on building, investing and transforming how we work to drive performance and continue growing the good.

Who we are

We're proud to be fueling growth and expanding possibilities for individuals, families and businesses. More than 12 million customers count on us for personal and commercial banking, wealth management and investment services. As the 8th largest bank in North America by assets, we provide personal and commercial banking, wealth management and investment services to more than 12 million customers. In Canada, the United States and across the globe, we'll continue to build, invest and transform to drive performance that serves the good that grows. #J-18808-Ljbffr

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